PRINCE EDWARD ISLAND

PAY EQUITY

DEPARTMENT OF LABOUR

90-00299/

March 31, 1989.

The Honourable Lloyd G. MacPhail
Lieutenant Governor of the
Province of Prince Edward Island

May It Please Your Honour:

I have the honour to submit herewith the First Report of the Pay Equity Bureau for the operating period October 1, 1988 to March 31, 1989.

I have the honour to be, Sir,

Your Obedient Servant,

Wayne D. Cheverie

Wayne Cheverie, Q.C.
Minister of Labour

March 31, 1989.

To The Honourable Wayne Cheverie, Q.C.
Minister of Labour
Province of Prince Edward Island
Charlottetown, PEI

Sir:

It is with distinct privilege and in accordance with requirements of the Pay Equity Act Part II, Section 5(2)(c) that I submit to you the first report of the Pay Equity Bureau for the six month operating period of October 1, 1988 to March 31, 1989.

Respectfully

Faye Martin-Birt

Faye Martin-Birt
Commissioner of Pay Equity

Pay Equity Bureau

A Report Covering the Period October 1, 1988 to March 31, 1989.

Faye Martin-Birt
Commissioner of Pay Equity

Background

The Pay Equity Act was proclaimed on October 1, 1988 and, as such, the Pay Equity Bureau was designated to administer the Act. As set out in the legislation, the Bureau's mandate is to:

- ☐ provide information to any person concerned with pay equity and provide assistance to public sector employers, employees and the appropriate bargaining agents in implementing pay equity;
- ☐ monitor the progress of public sector employers in the implementation of pay equity;
- ☐ submit to the Minister at least once in every six months a detailed report setting out the progress in the implementation of pay equity;
- ☐ prepare and maintain statistics relating to pay equity;
- ☐ prepare and disseminate educational material relating to pay equity;
- ☐ initiate and oversee the negotiations required to be undertaken by the public sector employer and the appropriate bargaining agents;
- ☐ receive and process complaints that a public sector employer has failed to comply with this Act;
- ☐ perform such other duties as the Minister may determine.

The Commissioner of Pay Equity as the Chief Administrator of the Bureau and the Senior Advocate on behalf of the Pay Equity Act is responsible for ensuring compliance with the legislation through:

- ☐ providing assistance and education to the parties to the process
- ☐ initiating and monitoring the pay equity process
- ☐ providing statistical and educational information
- ☐ requesting from the parties any reports, plans and information that the Commissioner believes necessary for monitoring the implementation of pay equity.

In order for the Bureau to carry out its investigative functions, the Commissioner may summon witnesses, require the production of documents, administer oaths, have access to places of employment and employees within, as well as issue orders or directions to ensure compliance with the requirements of the Act.

The Pay Equity Bureau

Faye Martin-Birt was appointed Commissioner of Pay Equity effective August 1, 1988.

The present human resource complement of the Pay Equity Bureau is two (2) Pay Equity Officers and one secretary.

Pursuant to the Civil Service Act RSPEI 1974, Cap. C-9.1

- ☐ Glenda Rodd received appointment as Pay Equity Officer effective November 28, 1988.
- ☐ Sandra Koelbl received appointment as Pay Equity Officer effective January 9, 1989.
- ☐ Dawn Cahill received appointment as Secretary to the Pay Equity Bureau effective December 6, 1988.

Subject to the direction of the Commissioner of Pay Equity, the Pay Equity Officers, as per Part II Section 5 (3) of the Pay Equity Act may exercise similar powers in the discharge of their duties as those vested in the Commissioner of Pay Equity.

It is through the increasing acquisition of knowledge and information in this very progressive and new initiative that the Pay Equity Bureau will offer technical expertise and guidance in the implementation and achievement of pay equity.

Progress Report - Pay Equity Implementation

Education

In keeping with the role of facilitating the pay equity process, the Pay Equity Bureau has undertaken numerous education initiatives since date of proclamation October 1, 1988.

(a) Extensive Workshops dealing with Legislative Requirements have been held and were well attended by representatives of management(s), union(s) and non-unionized employee(s) from each of the following public sector employers;

- ☐ The Government of Prince Edward Island
- ☐ Prince Edward Island Development Agency
- ☐ Georgetown Shipyards Inc.
- ☐ Prince Edward Island Grain Elevators
- ☐ Regional School Boards (School Act RSPEI 1974, Cap.S-2)
- ☐ The University of Prince Edward Island
- ☐ Holland College
- ☐ General Hospitals (Hospitals Act RSPEI 1974, Cap.H-11)
- ☐ Nursing Homes (Community Care Facilities and Nursing Homes Act Stats. PEI 1985, C-9)
- ☐ Addiction Services organizations which receive funding from the Government
- ☐ Charlottetown Area Development Corporation
- ☐ Summerside Waterfront Development Corporation

The intent of these workshops was to provide a comprehensive review of the Pay Equity Act in lay terminology.

(b) In preparation for Stage I of the pay equity process, the Pay Equity Bureau offered technical instruction through conducting Job Evaluation Workshops for each of the establishments required to commence negotiations in January 1989. These one-half day sessions were attended by:

- ☐ The Government of Prince Edward Island with representatives from Treasury Board, the Civil Service Commission and the Union of Public Sector Employees.
- ☐ The Grain Elevator Corporation of Prince Edward Island with representatives from management and from the Union of Public Sector Employees.
- ☐ The Georgetown Shipyards Inc., with representatives from management and from the non-unionized employees group.
- ☐ The Prince Edward Island Development Agency with representatives from management and from the non-unionized employees group.

(c) Preliminary information sessions have been conducted at the request of:

- ☐ The Prince Edward Island Nurses Union through the Board of Directors
- ☐ The Union of Operating Engineers Local 942 through the Board of Directors
- ☐ The Union of Public Sector Employees through the Stewards Committee
- ☐ The Union of Public Sector Employees through the Equality Committee.

Monitoring

In keeping with the requirements of the Pay Equity Act, the Pay Equity Bureau has initiated the pay equity process and is monitoring progress in the following public sector establishments:

- ☐ The Government of Prince Edward Island
- ☐ The Georgetown Shipyards Inc.
- ☐ The Prince Edward Island Grain Elevators Corporation
- ☐ The Prince Edward Island Development Agency

Each of these establishments were required to enter into pay equity negotiations three months after the Pay Equity Act came into force. Consequently, January 2, 1989 marked the commencement of Stage I of pay equity implementation.

During Stage I, which is nine months in duration, it is required that the public sector employer and the appropriate bargaining agents/employee representatives must reach an agreement respecting

(i) the development or selection of a single gender neutral job evaluation plan or system in which skill, effort, responsibility and working conditions are considered in the assessment of relative value and;

(ii) the identification of all classifications which are sixty percent male or female dominant.

In order to meet the requirements of Stage I and to accomplish the objectives as stated in the Act, the public sector employers as previously identified are presently

- ☐ meeting frequently with the appropriate bargaining agents and employee representatives for the purposes of selecting a Job Evaluation Plan and;
- ☐ disclosing and reviewing information essential to the determination of female and male dominant classifications.

The Commissioner of Pay Equity has designated a Pay Equity Officer to be present for all deliberations so as to readily provide technical assistance if necessary.

The Pay Equity Act requires that reports be filed with the Bureau outlining the agreements reached during Stage I. These documents will be due no later than September 30, 1989.

Publications

In order to provide information to the parties involved in the pay equity process and to the public at large, the Pay Equity Bureau has

- ☐ established a quarterly information newsletter "The Equal Times"
- ☐ developed an extensive series of pamphlets to address the many facets of the concept of pay equity. The first five pamphlets to be released are:

  (a) Pay Equity: An Old Idea. New Perspectives.

(b) Pay Equity is Designed to.....
Pay Equity is Not Designed to...

(c) Highlights of the Pay Equity Act.

(d) Why a Pay Equity Bureau for Prince Edward Island?

(e) A Dictionary Reference to Wage Adjustments.

- ☐ produced an audio-visual presentation with the assistance of Theatre P.E.I. and PEI Government Audio-Visual Services
- ☐ authored and published a comprehensive booklet outlining the legislative requirements.

Further initiatives directed towards providing information include;

- ☐ authoring and publication of a technical series of three booklets addressing Job Evaluation, Job Analysis and Wage Administration. (All three booklets are presently in draft form pending printing.),
- ☐ production of technical notes and/or guidelines addressing the complexities of the pay equity process in a subject specific manner,
- ☐ establishing an extensive mailing list whereby information is forwarded to other Canadian jurisdictions, the United States and European countries,
- ☐ establishing an on-going communication network and exchange with pay equity practitioners in other jurisdictions.

Speaking Engagements

As Prince Edward Island is amongst the leading jurisdictions in the implementation of innovative pay equity legislation, the Commissioner of Pay Equity has responded to numerous requests for presentations. During this reporting period, such activities included:

(a) Out-of-Province Speaking Engagements

A Conference on Pay Equity in Action - March 18, 1989 Syracuse University, New York State Sponsored by: The Employment Studies Institute of Syracuse University, The Canadian Studies Grant Program and The New York State Association of Human Resources Management and Organizational Behavior. Participated as a panelist in discussions regarding Integrated Pay Equity Models.

Countdown to Implementation - February 3, 1989 Ottawa, Ontario Sponsored by: The Ontario Pay Equity Commission Participated as a panelist in discussions regarding Pay Equity Communications Strategies.

Maritime Women's Conference - September 25, 26, 1988 Halifax, Nova Scotia Sponsored by: The International Brotherhood of Electrical Workers. Participated as a panelist in discussions regarding pay equity initiatives in the Maritime provinces.

(b) In Province Speaking Engagements

- ☐ Kings County Women in Business
- ☐ Canadian Employment Commission "Employer's Seminar"
- ☐ Holland College - Job Re-entry Program(s) at Mill River, Summerside and Charlottetown Campuses
- ☐ Labour Management Relations Council Conference on "Pay Equity"
- ☐ Community School Classes
- ☐ Rotary Club - Montague

Conclusion

In conclusion, it is with confidence that the achievement of pay equity can be anticipated in view of the spirit of optimism and cooperation thus far demonstrated by public sector employers and their employees.